

Bellaire Police Department 2015 Year in Review



"Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence."

-Sir Robert Peel [c. 1829]

A Message from the Chief

On behalf of the Bellaire Police Department, I want to thank you for your interest in our organization, but it is really your organization. We exist to serve and protect you. Our intent in presenting the 2015 Year in Review is to provide an overview of your Bellaire Police Department's activities and operations as well as information on 2016 events.

During 2015 the Police Department worked to reduce crime and, overall, we were successful, but we must look beyond the numbers. We can never lose sight of the fact that behind every crime number there is a story; every crime has an impact. In 2015 we had one more residential burglary and three more robberies than we did in 2014. Even though these increases may not seem high, we want them lower.

Last year we began working towards all Bellaire Police Officers being certified as Mental Health Officers. All officers currently meet the State of Texas mandates for Crisis Intervention Training, but we are taking this a step further. Mental Health Officer Certification provides additional training in assisting citizens with mental disorders as well as training officers in de-escalation techniques. As of now, 20% of Bellaire Police Officers have this certification.

The Bellaire Police Department in 2015 began field trials of body worn cameras for police officers with the intent of implementing the use of these cameras for all patrol officers during 2016. We will also research other technologies available for improving the overall safety of the community.

One such technology we recently implemented is Emergency Medical Dispatch (EMD). EMD is a software based system that provides pre-arrival information which the police dispatcher can relay to citizens reporting a medical emergency. The purpose of providing pre-arrival instructions is to stabilize a person in medical distress until an ambulance can arrive. Funds for this project were provided by the Bellaire Police and Fire Foundation.

In 2016 the Bellaire Police Department will begin a program assisting parents inspecting and properly installing child safety seats. Sadly, during 2015 there was one fatal traffic accident in which a child may have survived if their safety seat had been properly installed and used.

The quote on the front cover of this year's 2015 Year in Review is Peelian Principle number seven. Sir Robert Peel is often referred to as the "Father of Modern Policing". In 1829 Peel was credited with establishing nine principles of policing which are known as *Peelian Principles*. You can find all Peelian Principles on page 5. These principles of community and police interaction are as appropriate today as they were 186 years ago.

Byron Holloway

Chief of Police



Dr. Phil Nauert, Mayor and Chief of Police Byron Holloway welcoming the Texas Special Olympics to the 3rd Annual Bellaire Fire Truck Pull. During his tenure on council and as Mayor, Mayor Nauert was a continuous proponent of public safety. The Police Department thanks him for his leadership.



A Message from the Mayor

2015 was another busy and productive year for the Bellaire Police Department. Part I (serious) crimes for 2015 are down 13% compared to 2014; building burglaries decreased 36% and thefts decreased 14% during 2014. We've also made great strides in officer recruitment and retention, filling nine police officer vacancies, leaving us only one short of being 100% fully staffed. We are very well-positioned moving forward.

This past year, your City Council made a clear statement on behalf of our citizens that we support our officers and that safety and security remain our top priority. Building upon the prior year's across-the-board pay increase, which included an extra bonus for patrol officers, in 2015 the Council initiated a review of our incentive programs to identify potential enhancements to further improve recruitment and retention beyond our recent successes. That review is currently underway.

In addition to compensation and incentives, we further support our police with new technology and equipment. We are currently testing body cameras for department-wide implementation, and recently approved the purchase of five new, fully-equipped police vehicles as budgeted in our vehicle replacement program. 2015 also saw the introduction of a new emergency medical dispatch software system, made possible by a grant from the Bellaire Police and Fire Foundation. We express our great appreciation to the Foundation and to all who have generously contributed to the cause. Looking ahead to the coming year, City Council will resume the important work of designing and constructing a first class, state of the art police station together with other new municipal facilities.

Policing is about more than just catching the bad guys. It's also about forming relationships in the community and educating the public about safety issues so we can all work together to prevent crime. We're fortunate to live in a community that shares these values, in which we can get to know our officers and develop personal relationships with them. From Bellaire Family Safety Day to National Night Out to our semi-annual Police Department Community Meetings, there are many opportunities to interact with officers and get important public safety information. We hope you will join us and take full advantage of these offerings.

City Council remains focused on public safety as our foremost policy concern, and we appreciate citizen input. Please let us know how we can better serve you.

Sincerely yours,

Andrew



Mayor Andrew Friedberg

Andrew Friedberg was first elected to City Council in 2009 and again in 2014. In 2015 he was elected as Mayor and began his term in January 2016. Community safety has always been a priority for Mayor Friedberg.



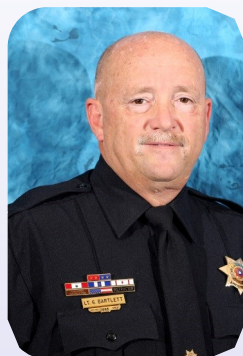
Chief
Byron
Holloway



Assistant
Chief
Michael
Leal



Lt Jeff Cotton



Lt Greg Bartlett



Lt Russell Brown



Sgt Dan Kerr



Sgt Tony Hefferin



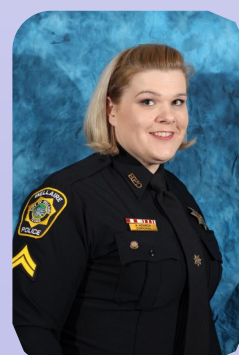
Sgt Darrel Hollie



Cpl Andre Porter



Cpl Chris Barber



Cpl Karen Kramer

Command Staff

SIR ROBERT PEEL

1788-1850

FATHER OF MODERN POLICING

Born in Bury Lancashire in 1788, Sir Robert Peel was a social reformist, who served as Prime Minister, Home Secretary, and in other offices during his lifetime. During his time as Prime Minister, Peel passed modern legislation addressing working class issues. He introduced The Mine Act of 1842, prohibiting women and children from working underground in mines and The Factory Act of 1844 limiting the number of hours worked by women and children employed in factories.



Serving as Home Secretary, Sir Robert Peel introduced a number of important reforms to British criminal law. His changes to the penal code system resulted in fewer crimes carrying a death penalty sentence and education for inmates. Often remembered today as “The Founder of Modern Policing,” Peel created the “Metropolitan Police” based on nine principles he developed for law enforcement.

1. “The basic mission for which the police exist is to prevent crime and disorder.”
2. “The ability of the police to perform their duties is dependent upon public approval of police actions.”
3. “Police must secure the willing cooperation of the public in voluntary observance of the law to be able to secure and maintain the respect of the public.”
4. “The degree of cooperation of the public that can be secured diminishes proportionately to the necessity of the use of physical force.”
5. “Police seek and preserve public favor not by catering to the public opinion but by constantly demonstrating absolute impartial service to the law.”
6. “Police use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of persuasion, advice and warning is found to be insufficient.”
7. “Police, at all times, should maintain a relationship with the public that gives reality to the historic tradition that the police are the public and the public are the police; the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.”
8. “Police should always direct their action strictly towards their functions and never appear to usurp the powers of the judiciary.”
9. “The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with it.”

Use of Force

Bellaire Police Department Operating Procedure 1.05 requires a *Use of Force Report* be completed anytime force outside the parameters of a normal arrest is needed or anytime a weapon is used against a person or animal.

Seven times during 2015 Bellaire Police Officers used force to the extent that a *Use of Force Report* was required.

Three separate incidents in which a suspect was fleeing from police on foot and the officers deployed TASERS to stop the evading suspects. No injuries to officers and in 2 cases the suspects sustained minor abrasions.

One incident involved a suspect resisting as officers responded to an assault call. Officers deployed a TASER. No injuries to officers and the suspect sustained minor abrasions.

Three incidents in which officers were attempting to capture a pack of wild dogs. On 3 separate occasions TASERS were deployed against attacking dogs. One officer was injured when bitten by a dog. No dogs were injured.

Use of Force Reports must be submitted within 24 hours. A review of the incident takes place after each *Use of Force Report* is submitted. The review is to determine if the use of force was appropriate in light of current law as well as Departmental Policy and Procedures. At the end of each calendar year the Assistant Chief of Police and the Chief of Police review all *Use of Force Reports* to identify any trends or need for additional training. The Use of Force review for 2015 showed that all reported use of force were appropriate. The review of TASER deployment when confronting vicious animals indicates a need for improved reporting when dealing with contacts.



Crime Trends

- NO HOMICIDES
- 1189 ARRESTS
- 519 COUNTY LEVEL ARRESTS
- 759 ACCIDENTS
- 5:23 AVG RESPONSE TIME
- STOLEN VEHICLES DOWN 5.8%
- 29564 CALLS LAST YEAR
- 4192 CITATIONS ISSUED
- 3 FATALITY ACCIDENTS

Response Times

In Progress Burglary 1:58
 In Progress Robbery 1:31
 Major Accident 3:16

Code 1 (non emergency) 21,550 calls 6:39

Code 2 6,302 calls 4:16

Code 3 (emergency calls) 1,712 calls 4:25

Pursuits

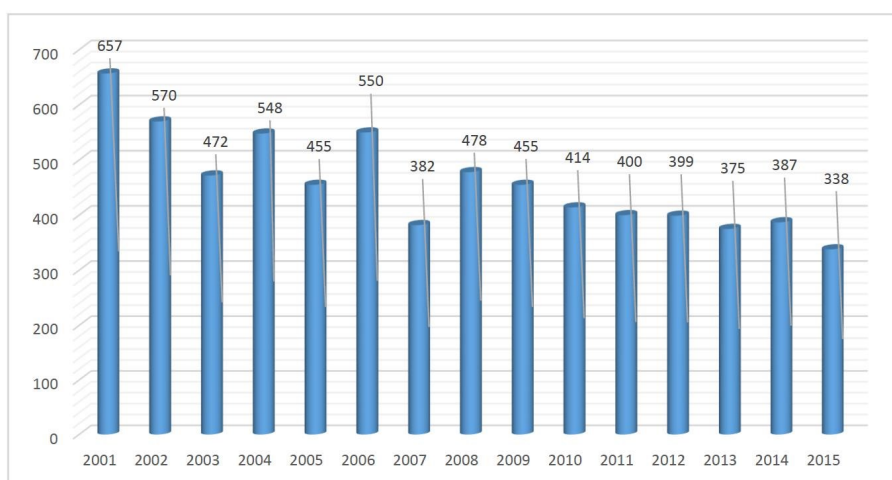
There were 8 police pursuits in 2015
 (see page 15 for more information)

Crime Index Down 13 %

During the year 2015 there was an overall reduction in crime. The crimes listed below show the change from 2014 to 2015.

	2014	2015	
Homicide	0	0	0
Sexual Assault	3	0	-100%
Robbery	13	16	23%
Assault	40	38	-5%
Burglary Residential	47	48	2%
Burglary Business	39	25	-36%
Theft	228	195	-14%
Auto Theft	17	16	-6%
Crime Index	387	337	-13%

Reported Crime Index 2001—2015



The Crime Index total is the sum of selected offenses used to measure crime rates and their fluctuations as reported to law enforcement. The offenses included in the Crime Index total are the violent crimes of Murder and Non-negligent Manslaughter, Forcible Rape, Robbery, and Aggravated Assault, and the property crimes of Burglary, Larceny Theft, and Motor Vehicle Theft.

Visit us at www.raidsonline.com and www.spotcrime.com to see real time crime mapping and analysis. Sign up for alerts for crimes near you.

Also check out the Android and Iphone apps.

HOW ARE WE DOING?

We are always looking for new ways to improve access to our community. Please feel free to contact Chief Holloway by phone or email if you have any ideas.

713-662-8123

bholloway@bellairepolice.com

WEB SERVICES

Go to www.bellairepolice.com for more services:

- Crime Mapping
- Accident Reports
- Camera Mapping
- Crime Profiles
- Employment
- And more



Honor Guard

The primary purpose of the Bellaire Honor Guard is to ceremonially present flags of the United States and State of Texas at events as well as to ensure that proper honors are provided to fallen officers. The Bellaire Police Honor Guard has presented 'the colors' at various ceremonial civic events including the Bellaire Police Department award ceremony and the City of Bellaire Fourth of July Parade. Honor Guard members have also volunteered their time in order to attend five funeral services for police officers and veterans. During 2015, members of the Bellaire Honor Guard attended National Police Week in Washington, D.C. The members were assigned to several events in order to render honor for the families of fallen officers. Members of the Honor Guard also participated in the National Police Week event in Austin, TX.

Burglary of Habitation Prevention

The City of Bellaire experienced a 2.1% increase in residential home burglaries in 2015.

Here are some helpful tips to help keep your house safe.

- Keep bushes and shrubs trimmed from blocking windows or providing a place for people to hide. When possible, plant thorny bushes in front of windows. Keep gates and garages locked.
- Cut or tear up the boxes expensive items are delivered in before placing them out for trash or recycle.
- Make sure you lock all doors and windows when you leave your house, even if it is for a quick trip.
- If someone knocks or rings your doorbell, let the person know you are there, even if you do not plan on opening the door. Burglars will often knock on your door in an effort to determine if someone is home.
- Get a camera doorbell or security cameras that allow you to see who is in your front or back yard.

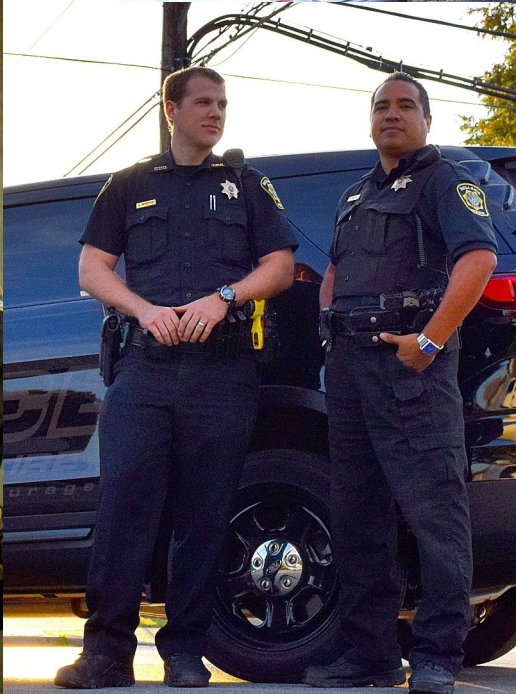
Contact Officer Edwards, 713.662.8103 or jedwards@bellairepolice.com, to have a free security check done on your house.



BURGLARY PREVENTION TIPS

In the Community

IN THE COMMUNITY







Average 911 Ring Time <10 Seconds

We received 10,248—911 calls in 2015

Call 9-1-1 for:

- Medical emergencies
- Heart attack or stroke
- House fire
- Domestic violence
- Burglary or theft in progress
- Car accident with life threatening injuries

Open Carry Law

In Texas, License To Carry permit holders can now openly carry a handgun – in a hip or shoulder holster. You don't need to conceal a gun like you did in the past.

Once a citizen is 21 years of age, has a clean criminal and psychological record, completes classroom training and passes a shooting test, they are able to be licensed to carry a handgun.



Handgun permit holders still must abide by the same rules allowing firearms. Areas that were considered gun-free zones in the past will remain gun-free zones, such as schools, polling places, courtrooms, and secured areas of airports. Businesses may allow or ban concealed, or open carry, or both if they prefer.

Gun Safety

Millions of Americans own firearms and more people choose to become gun owners every day. At the same time, crimes and accidents with firearms have been going down. Help Project ChildSafe keep this trend going in the right direction with these safety precautions.



Safe Handling: Review the firearm safety handling procedures every gun owner should know by heart.



Safe Storage: From gun locks to biometric gun safes, there's a wide variety of safe storage options available for gun owners. Find a storage option that suits your lifestyle, priorities and environment.



Find a Safety Kit: Project ChildSafe partners with the Bellaire Police Department to distribute cable-style gun locks and safety instructions, free of charge.

Come by the Bellaire Police Department 24 hours a day to get your free gun lock. Get more information from www.projectchildsafe.org.

Employment

Go online to www.bellairepolice.com or scan this barcode with your mobile device.



You can fill out an application or sign up to receive email notification as positions become available.

In a Nutshell

- ◆ 278 Police Officer candidates applied in 2015
- ◆ 107 Initial rejected for not meeting minimum standards
- ◆ 15 “fast tracked” in process due to experience, etc.
- ◆ 157 Invited to Entry Level Testing
- ◆ 49 Reported to Entry Level Testing
- ◆ 29 Passed Entry Level Testing
- ◆ 22 Went into background investigation
- ◆ 9 Officers hired and started the training program

New Communication Officers



Kieyana Edwards

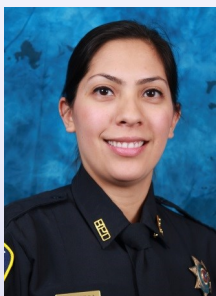


Annette Munoz



Patrick LaPointe

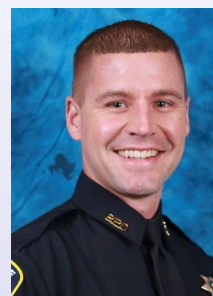
New Bellaire Police Officers for 2015



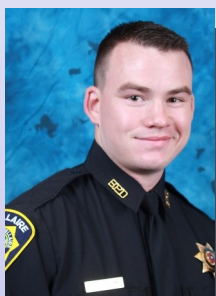
Yesenia Ortega



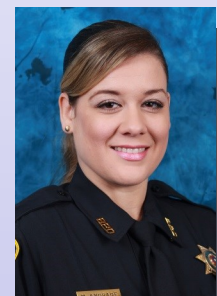
Michael Manriquez



Christopher Bledsoe



Justin Clisham



Monica Andrade



Chase Licchetto

Welcome Back



David Rocha



Greg Carson

Promotions



Melissa Galan

Shop with a Cop

Shop with a Cop provides a fun filled day for a number of children in need throughout the Bellaire/ Houston area while creating positive relationships with law enforcement. This unique December shopping experience assists families and can deter children from choosing a life of crime or violence. The participating children are identified by schools and partnered with Bellaire Police who then spend time choosing gifts together. The Bellaire Southwest Rotary Club sponsored 22 kids in 2015 with the help of Target and the City of Bellaire.



Sara Cerda was selected as the 2014 Civilian Employee of the Year. She has worked for the Bellaire Police Department for 22 Years



Retirements

In June of 1983 Officer Jeanette Palmire began her employment with the City of Bellaire as one of the first female Bellaire Police Officers. In her time with the Bellaire Police Department, Jeanette helped to create



and implement a formal field Training Program to train new officers. She passed up numerous opportunities for advancements, instead staying in the role of patrol officer doing what she loved; directly interacting with the public. Jeanette's retirement after nearly 32 years is well earned. We wish her great happiness in her retirement.

2014 Officer of the Year

Detective Michael Lacy was selected as Officer of the Year for 2014. Detective Lacy started his career in Bellaire in 1994. He has held the rank of Patrol Officer, Corporal and Sergeant. He is currently assigned as Detective. Michael was nominated by his peers for several cases in which he brought to successful conclusions. These cases included Burglaries, Aggravated Assaults, Crimes Against Children and Sexual Abuse. This past year's charges filed by Detective Lacy include several charges of Burglary, Child Endangerment and Indecency with a Child.



Memorial Day Flood

On Memorial Day 2015 a significant flood event occurred:

- 111 Insurance claims for home damage
- The Police and Fire Department responded to 127 calls for service.
- 215 911 phone calls received or transferred
- 45 Disabled Vehicles



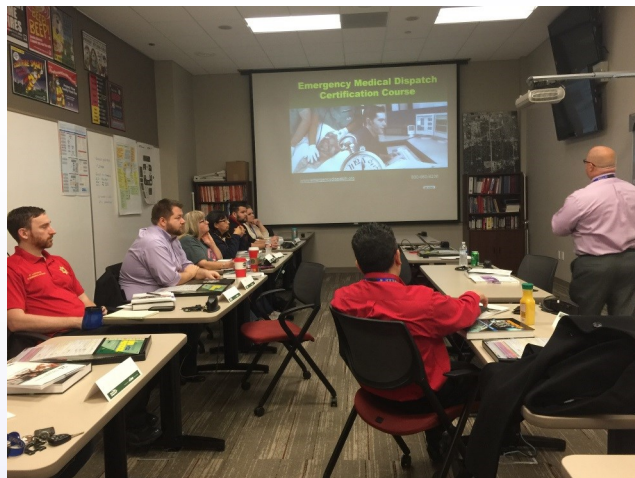
Did you know?

The average Bellaire Police patrol officer has 5.33 years of experience.

Last year Bellaire Police Officers had a combined 2,342 training hours completed.

Emergency Medical Dispatch / ProQA

In an effort to provide the best service to our residents in their time of medical distress, the Bellaire Communications Division has implemented an Emergency Medical Dispatch system called ProQA. This offers the automated tools to provide the



very best in pre-hospital patient care. During the course of an emergency medical call, ProQA guides communication officers through the process of collecting vital information from the caller, obtaining the patient's status, choosing an appropriate dispatch level, and instructing the caller with medically approved protocols until the dispatched units arrive at the scene. This system was privately funded by the Bellaire Police and Fire Foundation and we thank them for their support. <http://www.bellairepoliceandfirefoundation.org>

Recruit Academy

The Bellaire Police Department begins the training process of our new police officers with a 2 week Recruit Orientation Academy. This academy supplements the police academy they have already attended and provides specific levels of training in use of force, policy, procedure, firearms, and many other topics. This academy is the beginning of a four to six month Field Training Program in which the officers are exposed to Bellaire's unique blend of community based policing and law enforcement best practices.



Camera Mapping Program

If a bad guy strikes....we zero in on an area and email you to check your cameras.



Camera Mapping Signup

Surveillance video recorded by cameras owned by residents and business owners like you has resulted in the arrests of numerous criminals. The Camera Mapping Program is your opportunity to make the neighborhood in which you live and work a safer place for the entire community.



Scan barcode to sign up!

Complaints on Officers

There were no citizen complaints filed on officers in 2015.

NATIONAL NIGHT OUT



National Night Out (NNO) is an annual event that promotes community-police partnerships and enhances communication among neighbors. During NNO neighbors hold block parties where they visit with police officers in a relaxed setting. Together, the community and police do make our neighborhoods safer and a better place to live.

National Night out will be: October 4, 2016

Contact jedwards@bellairepolice.com to participate.



Bicycle Safety

Here are a few tips for riding a bicycle, whether you ride to get to work, school or for pleasure, these tips help you stay safe.

Be visible to other road users

Make sure you're visible to other drivers and pedestrians. Wear bright or fluorescent clothing in daylight and reflective clothing at night. Always use lights after dark, in the rain, or if the weather is overcast.

Avoid riding with headphones

While riding, avoid using devices that could potentially distract you and reduce your awareness of other drivers, such as headphones and phones.

Protect yourself with a helmet

This one is simple. Wear a helmet to reduce the risk of head injury in case of an accident.

Good biking manners

Don't weave in and out of traffic or change direction suddenly without signaling. Plan ahead and use routes that have dedicated bike lanes. Give pedestrians priority at all times.



GHC 9-1-1 EMERGENCY NOTIFICATION SYSTEM

Have you registered your cell phone to receive local emergency alerts?

If you would like to receive valuable information anytime about local emergencies, then you should sign up your cell phone number now.

It's **free**, quick and easy to sign up:

[Sign up NOW!](#)

Residents who sign up may be contacted by local authorities about emergencies like:

- HazMat Incidents
- Missing Persons
- Evacuations
- Dangerous Persons
- Shelter-In-Place

Department History

The earliest records found are the minutes of the Monday July 15, 1918 Town Council meeting which show on July 8, 1918 J.B. Huddleston was elected Town Marshal and was formally sworn in by Mayor C.P. Younts. The first unofficial law enforcement officer of the City of Bellaire was Leroy Coats who walked the route he guarded. This was the early years of 1900. In those days the marshals were appointed and their main job was to round up straying cattle and return them to the owner. Among other first marshals were W.C. Minson and a man named Callahan.



W.A. Erdman served as the first Fire Marshal and City Marshall and was followed by B.C. Ely in 1937. Ely served in this capacity until 1942. At the same time he was also Water Superintendent, Plumbing Inspector, Building Inspector, Electrical Inspector, Cattle Officer and Dog Catcher. Mrs. Ely was the first woman dispatcher as she took calls for Ely when he was out.

In 1945 Henry Rosnosky became marshal and he was followed by W.L. Fuller in 1946.

An ordinance was passed on July 28, 1947, abolishing the office of the City Marshal of the City of Bellaire and providing for and regulating a police department by the City of Bellaire. On August 4, 1947 J.H. Carrigan was appointed the Chief of Police.

Carrigan was followed by John Hlavaty on September 21, 1949.

In 1952 Jack O'Brian became chief and he served that post for the next eight years. During those eight years the force grew from six to twenty-four. It was during this time that the next chief, Joseph P. Court joined the force. O'Brian resigned in December of 1960 to go to Texarkana.

Court was appointed acting chief when O'Brian resigned and was appointed chief on July 1961. John H. Wheatley, then 21 years old joined the force.

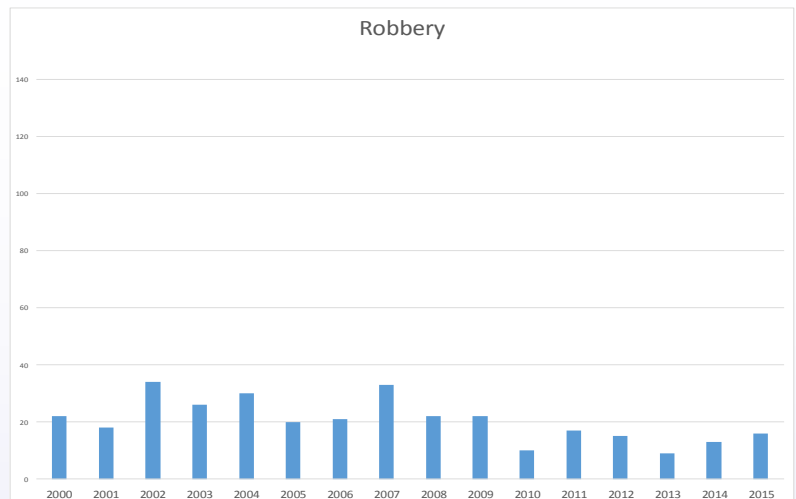
Court resigned from the force about a year later to go into the carpet business. William E. Hamilton was appointed chief June 4, 1962 and remained chief until July 30, 1973 when he resigned and Wheatley became chief. Wheatley retired in 1977 and Jerry H. Loftin became chief. Loftin retired in 1996 and Randall Mack became chief until he retired on April 24th, 2012. Byron Holloway became chief April 2012.

We are constantly working to locate facts related to the history of the Bellaire Police Department. Chief Holloway would like to talk to anyone with photos, stories, or other information related to the history of the Bellaire Police Department. Chief Holloway can be contacted at 713-662-8123 or

bholloway@bellairepolice.com.



Robbery 2000-2015



The City of Bellaire had an increase in Robberies in 2015. Most Robberies are crimes of opportunity. Residents should be aware of their surroundings when out for walks or exercising. If you do not feel safe or feel uncomfortable, ask a neighbor or friend to go with you. Take your cell phone in case you need to call the police or fire department in an emergency.

When you are driving home, pay attention for vehicles following you. If you think you are being followed, do not pull into your driveway. Drive past your house and make three right hand turns. If you are still being followed, call 911 and/or drive to the Bellaire Police Department located at 5110 Jessamine Street.

While this example is more relevant during evening or nighttime hours, it can also apply during the day. If you arrive home and see a vehicle with people inside parked on the street, try and see what they are doing. If it appears the vehicle does not belong in the area or the occupants are acting suspicious, call the Bellaire Police Department.

2015 Vehicle Pursuits

The Bellaire Police Department's vehicle pursuit policy balances the need to arrest a suspect with the overall safety concerns of the community. A pursuing police officer or an officer's supervisor can terminate a pursuit at any time should conditions become dangerous. During 2015 the Bellaire Police Department had eight (8) documented police vehicle pursuits.

One pursuit involved an intoxicated driver who was driving a vehicle on the Newcastle jogging trail. The driver was eventually stopped and arrested.

8	Total Pursuits
7	Total Pursuits with No Injuries*
7	Total Pursuits with No Damage*
2	Total Pursuits Terminated**
17	Total Charges resulting from pursuits (DWI, Evading Arrest, Possession of Controlled Substances, Burglary Warrant, Aggravated Robbery, Possession of Controlled Substances with Intent to Deliver)


*In this case a stolen vehicle being driven by a robbery suspect was being pursued when the suspect intentionally drove the vehicle into the freeway's concrete retention wall. The suspect then exited the stolen vehicle and jumped from the freeway overpass, falling 30 feet and landing on another passing vehicle. The suspect was transported to the hospital and charged with Aggravated Robbery.

**One of these pursuits involved officers chasing multiple motorcycles on IH 610. The shift supervisor terminated pursuit of the motorcycles due to the increasing danger. In another case the pursuit of an automobile was terminated by the shift supervisor due to the increasing danger of the pursuit.

Watch for these events!

- ♦ Police Winter Community Meeting
January 28th
- ♦ Family Safety Day
April 23rd
- ♦ Drug Take back Event
April 30th
- ♦ Summer Community Meeting
July 14th
- ♦ Pre-National Night Out Kick-off Party
September 23rd
- ♦ National Night Out
October 4th
- ♦ Special Olympics Fire Truck pull
October 22nd

Follow us on Twitter @bellairepd for breaking news and information on emergencies, road closures and weather issues directly relevant to Bellaire residents.

FOLLOW US ON: 



Bellaire Police Department

5110 Jessamine St
Bellaire, Texas 77401

713-668-0487 phone
713-662-8289 fax

www.bellairepolice.com

Message from the City Manager

Where one lives is always to some extent a matter of choice. That's more the case in Bellaire than in other places. Very few of you are here just because your grandparents lived here. Most of you are here as a result of a deliberate decision making process. You weighed the costs and benefits of locating in Bellaire, or of relocating out of Bellaire, and now here you are.



I enjoy asking people about that choice. The very non-scientifically compiled results of my random surveying is that *people generally live in Bellaire because:*

- They feel safe here.
- Bellaire is convenient to where they work.
- They enjoy the small town feel, and the services they receive.

Keeping you safe, and ensuring you have every opportunity to feel safe, is this City's first priority. That's why you are reading this publication, why we provide lots of information on our website, why we hold community meetings, why we keep you informed about construction activity, and why we work so hard to make sure we're a good employer of Police, Fire, and Public Works personnel.

Several months ago, we were concerned about the number of vacancies in important public safety positions. We've worked hard to respond in intelligent and tangible ways. The effort will never stop, but we have seen progress, and currently are as fully staffed as we have been for years. Not that it is just about the numbers, the folks we are hiring are bright, energetic, qualified, good people, and good fits for this community.

Thank you for choosing to live here. It is a good choice. Your Police Department is top-notch. One point of evidence is that police services did not suffer even when we had an uncomfortable number of vacancies. They are a hard-working and caring group of professionals, and it is my honor to work with them.

City Manager Paul Hofmann